



October 15, 2013

VIA CERTIFIED MAIL

United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Ave., N.W., Ste N-1513
Washington, D.C. 20210

RE: Westrian Group, Inc. Deferred Compensation Plan

Dear Sir or Madam:

In accordance with Department of Labor Regulation § 2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. Westrian Group, Inc. (the "Sponsor"), a Colorado corporation, maintains and sponsors a nonqualified Deferred Compensation Plan (the "Plan").
2. The address of the Sponsor is 7200 S. Alton Way #C400, Centennial, CO 80112.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 84-0634631.
4. The Sponsor declares it maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
5. There are 6 employees participating in the Plan.
6. A copy of the plan document will be furnished upon request.

Sincerely,

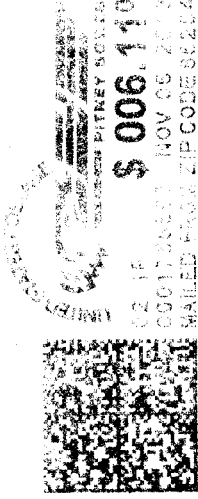
Westrian Group, Inc.

Aaron L. Clutter, P.E.
President

Andrew Hamshraft
Lockton Companies
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